



STATE OF TENNESSEE
BUREAU OF WORKERS' COMPENSATION
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Effective May 5, 2018 employers participating in the Bureau's Drug Free Workplace program may conduct point of collection pre-employment drug testing of job applicants. Important facts about this include:

- Point of collection testing allows employers to obtain immediate drug tests results onsite in a cost-effective manner. It is restricted to those job applicants that have been offered employment conditioned upon the results of the test. This testing is very similar to the Initial Screening Test usually conducted in a certified lab and does not include the more precise confirmatory testing required for all urine specimen that have a positive Initial Screening Test.
- Any positive test must be confirmed by a certified laboratory pursuant to the Program's rules, just as all positive Initial Screening Tests in federally regulated testing must be followed by a more precise confirmatory test (typically a GC/MS test or gas chromatography-mass spectroscopy).
- To be approved for use, the product used in point of collection testing must conform to the standards required by the [US Department of Transportation](#) and the [Substance Abuse and Mental Health Services Administration](#).
- This means the test kit must use a bio-chemical method approved for Initial Screening Tests for federally regulated testing and the "cut-off" levels at which a test is considered to be positive must be identical to the SAMHSA Initial Screening Test "cut-off" levels.
- If you want to confirm the test kit you would like to use conforms to the program's rules and is approved for use, please submit product information, including the test methodology and cut-off levels to dfw.program@tn.gov.
- For more information, please consult the Program's rules.